

**Salary Table 2025-SEA (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 31.57%**  
**For the Locality Pay Area of Seattle-Tacoma, WA**  
**Total Increase: 2.29%**  
**Effective January 2025**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 14.10	\$ 14.57	\$ 15.04	\$ 15.50	\$ 15.97	\$ 16.25	\$ 16.71	\$ 17.18	\$ 17.20	\$ 17.63
	O	21.15	21.86	22.56	23.25	23.96	24.38	25.07	25.77	25.80	26.45
2	B	15.85	16.23	16.75	17.20	17.39	17.90	18.41	18.92	19.43	19.95
	O	23.78	24.35	25.13	25.80	26.09	26.85	27.62	28.38	29.15	29.93
3	B	20.75	21.33	21.90	22.48	23.06	23.63	24.21	24.79	25.36	25.94
	O	31.13	32.00	32.85	33.72	34.59	35.45	36.32	37.19	38.04	38.91
4	B	23.30	23.95	24.59	25.24	25.89	26.54	27.18	27.83	28.48	29.13
	O	34.95	35.93	36.89	37.86	38.84	39.81	40.77	41.75	42.72	43.70
5	B	26.79	27.51	28.23	28.96	29.68	30.41	31.13	31.85	32.58	33.30
	O	40.19	41.27	42.35	43.44	44.52	45.62	46.70	47.78	48.87	49.95
6	B	28.25	29.05	29.86	30.67	31.48	32.28	33.09	33.90	34.70	35.51
	O	42.38	43.58	44.79	46.01	47.22	48.42	49.64	50.85	52.05	53.27
7	B	30.49	31.39	32.29	33.19	34.08	34.98	35.88	36.77	37.67	38.57
	O	45.74	47.09	48.44	49.79	51.12	52.47	53.82	55.16	56.18	56.18
8	B	31.78	32.78	33.77	34.76	35.76	36.75	37.75	38.74	39.73	40.73
	O	47.67	49.17	50.66	52.14	53.64	55.13	56.18	56.18	56.18	56.18
9	B	34.01	35.11	36.20	37.30	38.40	39.49	40.59	41.69	42.78	43.88
	O	51.02	52.67	54.30	55.95	56.18	56.18	56.18	56.18	56.18	56.18
10	B	37.45	38.66	39.87	41.07	42.28	43.49	44.70	45.91	47.11	48.32
	O	56.18	56.18	56.18	56.18	56.18	56.18	56.18	56.18	56.18	56.18
11	B	39.82	41.15	42.47	43.80	45.13	46.45	47.78	49.11	50.44	51.76
	O	56.18	56.18	56.18	56.18	56.18	56.18	56.18	56.18	56.18	56.18
12	B	47.73	49.32	50.91	52.50	54.09	55.68	57.27	58.87	60.46	62.05
	O	56.18	56.18	56.18	56.18	56.18	56.18	57.27	58.87	60.46	62.05
13	B	56.75	58.65	60.54	62.43	64.32	66.21	68.11	70.00	71.89	73.78
	O	56.75	58.65	60.54	62.43	64.32	66.21	68.11	70.00	71.89	73.78
14	B	67.07	69.30	71.54	73.77	76.01	78.24	80.48	82.71	84.95	87.19
	O	67.07	69.30	71.54	73.77	76.01	78.24	80.48	82.71	84.95	87.19
15	B	78.89	81.52	84.15	86.78	89.41	92.03	93.53	93.53	93.53	93.53
	O	78.89	81.52	84.15	86.78	89.41	92.03	93.53	93.53	93.53	93.53

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Note: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>